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Salaries Scheduled for Faculty in Higher Education, 1982-83

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Foreword

This annual report supplies the higher education community, NEA affiliates and members with information about the presence of faculty salary schedules and statistics on the levels of scheduled salaries. While not an accurate indicator of the average levels of faculty salaries being *paid*, the statistics allow a review of the status and trends—i.e., how a local institution's provisions compare with other institutions in levels of scheduled salaries, ratio of levels of minimum and maximum salaries for each rank or preparation level, and number of scheduled salary increments—in scheduled salary levels useful for planning and negotiating salary policies.

We appreciate the invaluable assistance from the institutions of higher education that responded to our survey. William S. Graybeal and Tasha McGuthrie coordinated the effort that resulted in this publication. Tonya Terry, Research Assistant handled the operations pertaining to issuing, receiving, and coding of salary schedule data. Nancy Chow, Computer Applications Programmer, programmed the computer and processed the data. Members of NEA Data Processing and Copy Preparation staff provided the services that assured release of this publication.

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May 1984

Preface

In addition to improving the quality and efficiency of institutional planning and budgeting of salary-related expenditures, the faculty salary schedule can serve several desirable purposes related to faculty morale and productivity.

- Access to the institution's statement of salary policies enables each faculty member to know his or her present and likely future salary status. This knowledge can minimize the discomfort and time that individual faculty members need to devote, in the absence of a salary schedule, to evaluating one's salary status and making the case for negotiating improvements in one's salary on an individual basis each year. Also, it can reduce the amount of time faculty members and administrators must spend in negotiating the salary of each individual faculty member.
- The policy enables each faculty member to estimate the salary level of fellow faculty members, alleviating the concern for equity in salary treatment through assuring that faculty possessing given combinations of professional characteristics are being paid comparable amounts.
- The policy makes it possible for the institution to state its assessment (ideally resulting from deliberations in which the faculty point of view has been a significant factor) of various professional characteristics and accomplishments as reflecting faculty worth to the institution. This announced policy provides direction and incentives for faculty development. For example, differential payments for each faculty rank or academic preparation level promote interest in achieving higher ranks and/or preparation levels, thereby improving the quality of performance. Also, specification of attractive future salary gains that will accompany years of successful experience may encourage faculty members, in particular younger faculty, to remain at the institution instead of seeking employment elsewhere.

Salaries Scheduled for Faculty in Higher Education, 1982-83

- 1,048 or about one-third of the 3,280 institutions of higher education have a faculty salary schedule in 1982-83.
- Salary schedules are most widespread in the public 2-year institutions (50.3 percent have them), and in the public 4-year or higher degree granting institutions (34.9 percent). They are less prevalent in the private 4-year institutions (22.2 percent) and are least prevalent in the private 2-year institutions (17.8 percent).
- The proportion of institutions having faculty salary schedules did not increase significantly during the 1970's and early 1980's.
- With the exception of public 2-year institutions, where almost three-fourths structure their faculty salary schedules on educational preparation level, practically all institutions structure their salary schedules on the basis of faculty rank.
- The majority of faculty salary schedules (almost all schedules in public 2-year institutions) contain provisions for salary increments for faculty remaining in the institution. These provisions are least widely found in the salary schedules for private 4-year institutions (39.1 percent have them).
- The levels of scheduled minimum and maximum salaries do not reflect the level of salary actually being paid to faculty.

Policies of higher education institutions about faculty salaries scheduled to be paid in 1982-83 are summarized in this Memo. The scheduled minimum and maximum salaries for faculty having a given rank or educational preparation level are reviewed and the provisions for salary progression between these limits are summarized.

Salary schedules of 1,048 higher education institutions are summarized for 1982-83. These represent about 32.0 percent of the 3,280 institutions listed by the National Center for Education Statistics (NCES). About 7 in 10 of these institutions (69.4 percent) responded to the NEA Research request that they indicate whether or not they have a faculty salary schedule. The 1,048 institutions having schedules summarized in this report are likely to represent almost the complete population of institutions having faculty salary schedules because most of the nonresponding institutions probably did not feel it was necessary to advise that they did not have a faculty salary schedule.

The tables contain summaries of data for the following numbers of institutions (in parentheses are the percentages of all institutions in the classification):

- 465 (50.3 percent) of the 925 public 2-year institutions
- 198 (34.9 percent) of the 568 public 4 year or higher degree-granting institutions
- 335 (22.2 percent) of the 1506 private 4-year or higher degree-granting institutions
- 50 (17.8 percent) of the 281 private 2-year institutions

A *salary schedule*—as defined in the survey questionnaire—is "an officially adopted policy that designates minimum and maximum salaries for each rank or level of academic preparation and that may also specify the number and/or amount of salary increments within the range of scheduled salaries for faculty in each classification." Salary policies are not summarized that (1) do not identify the minimum and maximum salaries for at least two ranks or preparation levels and/or (2) report the highest and lowest salaries paid, implying that these result from a review of salary levels agreed-to with individual faculty instead of from a policy used to determine the range or specific levels of faculty salaries.

The faculty salary schedule—presently found in nearly all public school systems as well as in the majority of public 2-year institutions of higher education—is reported by less than half of other higher education institutions. Since 1952-53, when NEA Research collected the first national data about higher education salary policies, some growth has occurred both in the extent these policies are reported and in the proportion of faculty affected by them.

The following statistics suggest that a major part of this expansion occurred prior to 1970-71:

Year	Percent of institutions having faculty salary schedules	Approximate percent of faculty in institutions having faculty salary schedules
1952-53	26.9%	Not available
1970-71	33.8	33.5%
1980-81	35.3	37.9
1981-82	35.1	35.8
1982-83	32.0	32.8

About 30 institutions reported faculty salary policies that did not contain the essential provisions established by NEA Research. Most of these policies provide for only the minimum and/or entry-level salaries to be paid; a few provide for only the maximum salaries for each rank; and a very few cite conditions other than faculty rank and/or preparation level, possibly accompanied by experience in rank and/or preparation level, as the structure for assigning and adjusting faculty salaries. Some of these salary schedules are based upon the teaching load of faculty employed part time, and a few provide salary information for only one rank. Schedules basing faculty salaries upon academic preparation level and teaching experience are reported by only a few 4-year or higher degree-granting institutions.

A few institutions did not complete negotiations by the end of August for salary policies applicable to the preceding academic year. In these cases the scheduled salaries for the preceding year are used in this summary. Also, those few 4-year institutions that reported use of academic preparation instead of faculty rank as the primary structure of their salary policy are not included in this summary.

Survey Population and Data Units

The survey includes all institutions listed in the National Center for Education Statistics *Directory of Higher Education* located in the 50 states and the District of Columbia. Because their salary arrangements and contracts may not be entirely comparable with those of faculty in other institutions, data are not processed for the U.S. Service Academies, medical schools (except for preclinical faculty), and for a few very small institutions preparing clergy or scholars for assignments within a specific denomination.

The unit of data is the institution or each campus of institutions having more than one campus listed in the NCES *Directory*. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved, as would be found in the national summaries of faculty salaries paid. Summary statistics are provided for institutions grouped by their source of control, type, and enrollment size in order to allow users an opportunity to assess salary conditions in peer institutions and/or improve the accuracy of estimates of national conditions when considering the numbers of faculty involved.

Some universities may report having separate salary schedules for selected professional schools in addition to a schedule for faculty in the central, primarily undergraduate, segment of the institution. For these few institutions, the schedule for regular academic arts and sciences faculty is used for the summary of scheduled salaries.

The group of small private institutions is relatively large. It contains many small church-related colleges and some professional schools, each employing a small number of teaching faculty. As a result, the institutions in this classification may not be as homogeneous as those in other groups.

Survey Data Definitions

Institutions are asked to send a copy of their salary schedule or negotiated contract along with the questionnaire containing spaces for reporting scheduled minimum and maximum salaries and the number of scheduled salary increments, if any. More than two-thirds of the responding institutions supplied schedule materials. Data for the remaining one-third, however, may not be entirely comparable as a result of differences among respondents in the method of reporting longevity and merit as well as the number of increments; maximum salaries where more than one salary lane is provided for a faculty rank; listing of a maximum salary for an intermediate academic preparation level instead of that for the preparation level prescribed in the questionnaire; and salary range information when no salary schedule exists.

The following paragraphs define the terms related to salary schedule information in this summary.

Increments—The number of salary increases that a faculty member may expect to receive while remaining in a given academic rank and/or educational preparation classification. Where steps are given in a salary schedule, the number of increments is one less than the number of salary steps.

Longevity/long-service increments—Usually awarded for 3-5 years of service by a faculty member after having attained (and remained at) the top of the scheduled increments. These salary adjustments are considered to lie outside the regular increment provisions and are not included in calculating the maximum scheduled salary or the number of scheduled salary increments.

Minimum scheduled salary—The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation and/or faculty rank.

Maximum scheduled salary—The salary listed for the final regular increment in a given faculty rank or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status. In cases where the institution reports no scheduled maximum salary for a given rank or preparation level, NEA Research adapted the reported information when appropriate. If the institution provided for regular salary increments, NEA Research estimated the maximum to be the salary scheduled at the twelfth regular increment. If the institution reported the maximum salary being paid, NEA Research used that figure as the maximum scheduled salary. If the institution provided a scheduled minimum salary without a provision for increments, NEA Research treated the schedule as not having a maximum scheduled salary.

Maximum scheduled for a given level of educational preparation—Some salary schedules provide a separate salary lane for faculty at each of several levels of educational preparation among and beyond the four summarized in this study. The maximum scheduled salary processed for a given level of educational preparation (Bachelor's degree, Master's degree, Master's degree plus 30 semester hours, and Doctor's degree) is the scheduled maximum salary for a faculty member whose highest level of preparation is that particular level. For example, data from a salary schedule lane for the Master's degree plus 15 semester hours would not be included in this summary.

Merit increments—These are salary adjustments or special increments scheduled for faculty who receive top ratings in evaluations of their performance and/or efficiency as defined by the institution. The criteria for merit increments go beyond the traditional salary schedule structure using faculty rank, years of successful experience, and/or level of academic preparation. For the most part, NEA Research has not included such merit, or "special," increments in this summary; in the few instances where merit-increment salary levels are included in the data being summarized, they: (1) generally are available to all faculty meeting the clearly-defined criteria; (2) are integrally a part of the "satisfactory performance for the preceding year" criterion implied in all salary schedules having scheduled increments; or (3) are included by the respondent without sufficient documentation to allow a revision of the reported salary figures through removal of the merit increment.

Increments requiring more than one year of satisfactory service—Regular increments that require faculty to remain at each salary step for two or more years. Where the time required at each salary step is two or three years, the scheduled increments are included for this summary; where four or more years are required for an increment, the number of increments is not included. Where these multiple-year increments are listed over-and-beyond a regular series of annual increments, they are treated as long-service increments and are not included in the calculation of the maximum scheduled salaries.

Salaries scheduled for initial placement—The salary level paid only to incoming faculty having various combinations of professional preparation and related experience. Salary schedule materials limited to this consideration are not included in this summary because the data neither apply to regular continuing faculty nor provide any indication of the future salary status of incoming faculty after the first year in the institution.

New NCES Classifications Of Institutions

Tables 9-12 are based on the new NCES classifications of institutions. According to NCES these new classifications place institutions into more homogeneous groups. Therefore, future summaries of this publication will utilize the new classifications.

The following are the new categories of institutions along with the description of the institutions within them:

a. *Doctorate-Granting Institutions*—Institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an inter-disci-plinary program at the doctorate level.

b. *Comprehensive Institution*—Institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is less than 30, or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalaureate degrees either in three or more post-baccalaureate programs, or an interdisciplinary program at the post-baccalaureate level.

c. *General Baccalaureate Institutions*—Institutions that have a primary emphasis upon undergraduate, baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccaluareate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.

d. *Professional and Specialized Institutions*—These baccalaureate or post-baccalaureate institutions have a programmatic emphasis in one area, usually a professional field. They grant over 60 percent of their degrees in one field or grant degrees in fewer than five baccalaureate programs. Subclassifications of this grouping include the following: divinity, medical, other health, engineering, business and management, art-music-design, law, education, U.S. Service schools, and other specialized or professional schools.

e. *2-Year Institutions*—These institutions confer fewer than 25 percent of their degrees at the baccalaureate or post-baccalaureate level and confer over 75 percent of their degrees or awards for two years of work or formal awards and completions requiring less than two years of work.

Public 2-Year Institutions

Salary schedules in 2-year institutions are structured on levels of academic preparation completed or faculty ranks, or both. In public 2-year institutions 73.3 percent of salary schedules are structured on the basis of academic preparation. Except in the Northeast, where practically all salary schedules (92.5 percent) are based on faculty rank, the use of schedules based on academic preparation predominates. In the Southeast, two-thirds (66.3 percent) are based on academic preparation. In both the Middle and Western states, almost 9 salary schedules in 10 are based on academic preparation (89.3 and 93.6 percent, respectively).

Two-fifths of all public institutions having salary schedules are situated in the West (40.2 percent); one-fourth in the Middle states (22.2 percent); less than one-fifth in the Southeast (20.4 percent); and fewer than one-fifth in the Northeast (17.2 percent).

Tables 1 and 2 review the scheduled faculty salaries in public 2-year institutions in 1982-83. The mean 1982-83 scheduled salaries, the percentage of increase over the mean of 1981-82 scheduled salaries, and the percentage of increase of the mean of scheduled salaries in the institutions reporting both years are as follows:

Schedule base and level	Mean scheduled salary, 1982-83	Percent of increase over mean scheduled salary, 1981-82	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Bachelor's degree	15,597	4.9	5.2
Master's degree	17,038	5.0	5.6
Six years	18,524	5.0	6.0
Doctor's degree	20,316	4.9	5.6
MAXIMUM SALARIES			
Bachelor's degree	23,751	4.8	5.7
Master's degree	26,316	4.7	5.9
Six years	28,477	4.8	5.8
Doctor's degree	31,421	4.6	5.0
Number of institutions	341	341	294
MINIMUM SALARIES			
Instructor	14,555	6.4	6.0
Assistant professor	16,717	6.3	5.9
Associate professor	19,259	5.2	5.3
Professor	22,154	5.8	5.1
MAXIMUM SALARIES			
Instructor	22,368	9.0	8.1
Assistant professor	25,770	8.9	8.1
Associate professor	29,379	7.0	6.2
Professor	33,578	6.7	5.5
Number of institutions	150	150	128

Increments are included in 303 (88.9 percent) of the schedules based on academic preparation and in 45.3 percent of those based on faculty rank. The number of schedules providing increments, the mean number of scheduled increments, and the mean amount of scheduled increments are as follows:

Schedule base and level	Provision of increments		
	Number of schedules providing	Mean number of increments	Mean amount of increments
Bachelor's degree	270	12	$715
Master's degree	303	13	748
Six years	278	14	770
Doctor's degree	288	15	783
Instructor	68	12	604
Assistant professor	68	12	664
Associate professor	68	12	763
Professor	68	12	881

Public 4-Year Institutions

Nearly all salary schedules in public 4-year or higher degree-granting institutions are based on faculty rank. (The few based on academic preparation are not included in this summary.) Several schedules also provide separate scales within each rank to specify salary differences based on the level of academic preparation completed. Tables 3 and 4 summarize scheduled salaries in public 4-year colleges and universities. Of the faculty in public institutions with salary schedules nearly one-third (30.9 percent) are employed in large public universities (column 2). The public colleges (column 5) with salary schedules account for more than half (59.4 percent) of the faculty who are employed in institutions having salary schedules. These figures are substantially different from those reported in this publication last year (51.8 percent for large public universities and 27.4 percent for public colleges) because the definition of universities used by the National Center for Education Statistics (NCES) is being used for the first time for this survey. NCES defines as universities the institutions that "give considerable stress to graduate instruction, confer advanced degrees as well as bachelor's degrees in a variety of liberal arts fields, and have at least two professional schools that are not exclusively technological." Based on this new definition, some institutions that were classified or would have been classified as universities in the past are now classified as colleges.

Over two-fifths of the 198 public institutions with salary schedules (47.0 percent) are in the Northeast; more than one-fourth (29.8 percent) in the West; one-eighth (13.1 percent) in the Southeast; and the remainder (10.1 percent) in the Middle states.

The mean of 1982-83 scheduled salaries, the percentage of increase over the mean 1981-82 scheduled salaries, and the percentage of increase in the mean of scheduled salaries in the public institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1982-83	Percent of increase over mean scheduled salary, 1981-82	
		All institutions	Institutions reporting both years
MINIMUM SALARIES			
Professor	$26,453	8.8	5.8
Associate professor	21,417	8.2	5.8
Assistant professor	17,497	7.3	5.6
Instructor	14,909	7.4	6.1
MAXIMUM SALARIES			
Professor	43,158	7.9	7.2
Associate professor	34,867	8.7	8.6
Assistant professor	28,958	13.5	13.6
Instructor	23,382	11.8	10.8
Number of institutions	198	198	182

The mean number of increments scheduled in 104 public 4-year college and university salary schedules with increments—52.5 percent of those having salary schedules—is eleven for all faculty ranks. The mean amounts of the increments range from $1,558 for professors, $1,225 for associate professors, $974 for assistant professors, to $811 for instructors.

Private 4-Year Institutions

Tables 5 and 6 summarize scheduled salaries in 335 private 4-year colleges and universities. More than half (53.8 percent) of the faculty are employed in colleges enrolling 1,000 or more students; one-sixth (17.1 percent) in colleges enrolling from 500 to 999 students; slightly less than one-sixth (14.8 percent) in universities enrolling 5,000 or more; and less than one-tenth in each of the remaining two groupings.

The Northeast and Middle regions each have almost one-third (30.4 and 30.1 percent, respectively) of the private 4-year institutions with salary schedules; the remaining two regions each have one-fifth (18.5 percent in the Southeast and 20.9 percent in the West).

The mean of 1982-83 scheduled salaries, the percentage of increase over the mean 1981-82 scheduled salaries, and the percentage of increase of the mean in the 275 private 4-year institutions reporting both years are as follows:

Faculty rank	Mean scheduled salary, 1982-83	Percent of increase over mean scheduled salary, 1981-82: All institutions	Percent of increase over mean scheduled salary, 1981-82: Institutions reporting both years
MINIMUM SALARIES			
Professor	$22,714	9.0	7.1
Associate professor	19,241	8.4	6.7
Assistant professor	16,248	8.3	7.2
Instructor	13,935	7.4	7.4
MAXIMUM SALARIES			
Professor	30,890	8.0	6.7
Associate professor	25,594	7.7	7.2
Assistant professor	21,925	7.0	7.2
Instructor	17,830	6.7	7.6
Number of institutions	335	335	275

About 2 out of every 5 (39.1 percent) private 4-year institution schedules provide for faculty salary increments. The mean number of scheduled increments is eleven for professors, ten for assistant professors, and associate professors, and seven for instructors. The mean amounts of scheduled increments range from $849 for professors, $722 for associate professors, $637 for assistant professors, to $550 for instructors.

Private 2-Year Institutions

Among the 50 private 2-year institutions reporting salary schedule information, 41 institutions have schedules based on academic preparation and 14 have schedules based on faculty rank. (Five have schedules based on both factors.)

Salary schedules from private 2-year institutions are distributed among the regions as follows: 17 in the Northeast, 11 in the Southeast, 12 in the Middle states, and 10 in the West.

Mean scheduled salaries in private 2-year institutions in 1982-83 are as follows:

Base of salary schedule and lane of scheduled salary	Mean scheduled salary, 1982-83: Minimum	Mean scheduled salary, 1982-83: Maximum
ACADEMIC PREPARATION		
Bachelor's degree	$11,358	$15,088
Master's degree	12,486	17,289
Six years	13,304	18,209
Doctor's degree	14,326	19,730
Number of institutions	41	41
FACULTY RANK		
Instructor	11,329	14,284
Assistant professor	12,731	17,463
Associate professor	14,362	18,437
Professor	15,330	21,783
Number of institutions	14	14

The mean number of increments in 30 private 2-year college schedules based on academic preparation (60.0 percent) is 10 for the bachelor's degree, 12 for the master's degree, 13 for the six-year level, and 13 for the doctor's degree. The mean amounts of these salary schedule increments range from $353 for the six year level of preparation to $535 for the doctor's degree.

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TABLE 1. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, BY ENROLLMENT AND PREPARATION LEVEL, 1982-83

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	71	11,037	13,699	14,394	16,683	15,200	44,678
ENROLLMENT 1,000-1,999	48	11,037	12,161	14,239	14,507	15,045	31,907
ENROLLMENT 2,000 AND OVER .	187	10,740	13,782	15,354	15,465	17,140	20,500
TOTAL	306	10,740	13,500	15,045	15,597	16,676	44,678
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	75	11,757	14,477	16,286	18,023	16,758	46,904
ENROLLMENT 1,000-1,999	50	11,824	13,707	15,252	15,806	16,581	33,509
ENROLLMENT 2,000 AND OVER .	214	12,000	15,335	16,620	16,981	18,784	23,050
TOTAL	339	11,757	14,800	16,560	17,038	18,319	46,904
SIX YEARS							
ENROLLMENT UNDER 1,000	68	12,426	15,579	17,172	19,546	18,383	49,150
ENROLLMENT 1,000-1,999	44	12,839	14,838	16,303	17,101	18,170	35,110
ENROLLMENT 2,000 AND OVER .	195	12,500	16,879	18,344	18,489	20,543	24,450
TOTAL	307	12,426	16,100	17,871	18,524	19,833	49,150
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	70	13,434	16,572	18,080	21,263	21,979	53,602
ENROLLMENT 1,000-1,999	47	12,239	16,340	18,406	19,091	21,979	38,292
ENROLLMENT 2,000 AND OVER .	200	12,751	17,991	20,258	20,272	22,872	27,300
TOTAL	317	12,239	17,356	19,628	20,316	22,221	53,602
MAXIMUM SALARIES							
BACHELOR'S DEGREE							
ENROLLMENT UNDER 1,000	71	14,425	18,197	21,417	24,030	24,145	62,546
ENROLLMENT 1,000-1,999	48	12,750	18,282	19,707	21,455	23,788	44,678
ENROLLMENT 2,000 AND OVER .	187	14,499	22,188	24,647	24,234	26,683	33,200
TOTAL	306	12,750	19,633	23,452	23,751	26,045	62,546
MASTER'S DEGREE							
ENROLLMENT UNDER 1,000	75	16,350	20,065	23,348	26,910	27,603	69,243
ENROLLMENT 1,000-1,999	50	15,400	20,065	22,390	23,767	26,804	49,462
ENROLLMENT 2,000 AND OVER .	214	16,856	24,571	26,986	26,704	28,845	36,057
TOTAL	339	15,400	22,335	26,488	26,316	28,362	69,243
SIX YEARS							
ENROLLMENT UNDER 1,000	68	17,550	21,654	25,472	29,103	28,831	75,941
ENROLLMENT 1,000-1,999	44	15,900	21,654	23,458	25,307	29,115	54,246
ENROLLMENT 2,000 AND OVER .	195	17,499	26,600	29,209	28,974	32,233	39,699
TOTAL	307	15,900	24,017	28,770	28,477	31,431	75,941
DOCTOR'S DEGREE							
ENROLLMENT UNDER 1,000	70	18,150	24,011	26,902	32,955	30,279	98,280
ENROLLMENT 1,000-1,999	47	17,200	23,949	27,289	28,438	31,363	70,200
ENROLLMENT 2,000 AND OVER .	199	17,500	28,573	31,815	31,586	35,340	41,800
TOTAL	316	17,200	26,041	30,089	31,421	34,117	98,280

TABLE 2. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PUBLIC 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, BY ENROLLMENT AND FACULTY RANK, 1982-83

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
MINIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	27	11,000	11,640	14,235	14,044	15,000	17,940
ENROLLMENT 1,000-1,999	30	9,870	12,009	14,235	13,959	14,832	18,907
ENROLLMENT 2,000 AND OVER .	93	8,745	13,440	14,903	14,896	16,252	22,000
TOTAL	150	8,745	13,339	14,235	14,555	15,434	22,000
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	27	12,480	13,000	16,370	16,181	17,500	21,538
ENROLLMENT 1,000-1,999	30	11,000	14,252	16,370	15,876	16,889	21,538
ENROLLMENT 2,000 AND OVER .	93	9,625	15,612	16,872	17,145	18,743	24,750
TOTAL	150	9,625	15,473	16,370	16,717	17,999	24,750
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	27	13,500	15,000	18,505	18,587	20,785	25,223
ENROLLMENT 1,000-1,999	30	11,000	16,492	18,451	17,753	18,651	25,223
ENROLLMENT 2,000 AND OVER .	93	11,495	17,344	19,090	19,940	21,699	30,800
TOTAL	150	11,000	16,895	18,661	19,259	21,076	30,800
PROFESSOR							
ENROLLMENT UNDER 1,000	26	15,315	16,579	20,646	20,974	23,168	28,905
ENROLLMENT 1,000-1,999	30	11,000	17,715	20,646	19,940	21,527	28,905
ENROLLMENT 2,000 AND OVER .	93	11,445	20,646	21,876	23,198	26,406	36,300
TOTAL	149	11,000	19,673	21,800	22,154	24,716	36,300
MAXIMUM SALARIES							
INSTRUCTOR							
ENROLLMENT UNDER 1,000	27	14,000	14,505	19,930	19,051	21,650	23,373
ENROLLMENT 1,000-1,999	30	14,505	19,829	19,930	21,047	23,638	27,089
ENROLLMENT 2,000 AND OVER .	93	12,999	21,393	22,788	23,757	26,410	54,814
TOTAL	150	12,999	19,930	22,502	22,368	24,432	54,814
ASSISTANT PROFESSOR							
ENROLLMENT UNDER 1,000	27	15,825	16,000	22,775	21,547	25,086	26,272
ENROLLMENT 1,000-1,999	30	15,825	22,775	23,623	24,179	26,208	35,075
ENROLLMENT 2,000 AND OVER .	93	14,499	25,091	26,350	27,510	31,695	40,983
TOTAL	150	14,499	22,775	25,230	25,770	28,110	40,983
ASSOCIATE PROFESSOR							
ENROLLMENT UNDER 1,000	27	16,875	18,000	25,625	24,777	28,301	30,587
ENROLLMENT 1,000-1,999	30	16,875	25,625	26,074	27,119	28,144	38,390
ENROLLMENT 2,000 AND OVER .	93	15,499	28,301	30,308	31,445	34,497	41,580
TOTAL	150	15,499	25,625	28,301	29,379	32,473	41,580
PROFESSOR							
ENROLLMENT UNDER 1,000	26	19,530	19,883	28,470	27,952	33,297	35,849
ENROLLMENT 1,000-1,999	30	19,530	28,470	29,657	30,728	32,579	41,800
ENROLLMENT 2,000 AND OVER .	93	17,500	32,435	34,080	36,070	41,734	54,814
TOTAL	149	17,500	28,470	32,849	33,578	36,157	54,814

TABLE 3.--SCHEDULED MINIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1982-83

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	23	17	9	149	198
NUMBER OF FACULTY,ALL RANKS ..	21,826	5,287	1,523	41,962	70,598
SCHEDULED SALARIES					
HIGHEST	34,273	32,609	60,083	54,621	60,083
QUARTILE 3	29,400	27,709	...	30,276	30,100
MEDIAN	26,871	26,331	26,838	26,581	26,719
QUARTILE 1	24,700	23,717	...	21,800	21,832
LOWEST	21,330	16,800	20,000	12,000	12,000
MEAN	27,029	25,534	29,308	26,296	26,453
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	23	17	9	149	198
NUMBER OF FACULTY,ALL RANKS ..	21,826	5,287	1,523	41,962	70,598
SCHEDULED SALARIES					
HIGHEST	28,600	27,424	48,506	44,096	48,506
QUARTILE 3	23,760	22,311	...	23,976	23,976
MEDIAN	22,000	20,884	21,696	21,500	21,598
QUARTILE 1	20,640	18,892	...	16,895	17,779
LOWEST	16,895	13,200	14,703	11,500	11,500
MEAN	21,950	20,739	23,178	21,306	21,417
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	23	17	9	149	198
NUMBER OF FACULTY,ALL RANKS ..	21,826	5,287	1,523	41,962	70,598
SCHEDULED SALARIES					
HIGHEST	26,000	19,840	41,001	37,274	41,001
QUARTILE 3	18,400	18,061	...	19,044	19,044
MEDIAN	17,586	17,435	17,190	17,634	17,600
QUARTILE 1	16,000	16,243	...	14,021	14,811
LOWEST	13,625	12,100	12,500	11,000	11,000
MEAN	17,634	17,075	19,402	17,409	17,497
INSTRUCTOR					
NUMBER OF INSTITUTIONS	23	17	9	149	198
NUMBER OF FACULTY,ALL RANKS ..	21,826	5,287	1,523	41,962	70,598
SCHEDULED SALARIES					
HIGHEST	21,100	16,589	34,823	34,890	34,890
QUARTILE 3	16,000	15,443	...	17,286	16,800
MEDIAN	13,600	14,450	13,563	15,000	14,576
QUARTILE 1	12,690	12,867	...	11,858	12,475
LOWEST	10,600	11,000	10,500	10,500	10,500
MEAN	14,296	14,246	16,315	14,994	14,909

TABLE 4.--SCHEDULED MAXIMUM SALARIES OF PUBLIC FOUR-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1982-83

RANK AND ITEM	PUBLIC UNIVERSITIES 10,000 OR MORE	5,000 TO 9,999	LESS THAN 5,000	PUBLIC COLLEGES	TOTAL
1	2	3	4	5	6
PROFESSOR					
NUMBER OF INSTITUTIONS	21	17	8	148	194
NUMBER OF FACULTY,ALL RANKS ..	19,841	5,287	1,267	41,880	68,275
SCHEDULED SALARIES					
HIGHEST	70,560	55,241	99,999	91,021	99,999
QUARTILE 3	54,207	42,736	...	46,864	46,864
MEDIAN	43,920	34,245	37,679	40,388	40,388
QUARTILE 1	38,953	32,544	...	36,383	36,356
LOWEST	33,174	28,150	23,691	25,098	23,691
MEAN	46,421	37,707	45,341	43,203	43,158
ASSOCIATE PROFESSOR					
NUMBER OF INSTITUTIONS	23	17	9	149	198
NUMBER OF FACULTY,ALL RANKS ..	21,826	5,287	1,523	41,962	70,598
SCHEDULED SALARIES					
HIGHEST	44,641	41,305	80,812	73,466	80,812
QUARTILE 3	40,800	35,638	...	39,022	39,003
MEDIAN	34,550	29,682	32,475	33,180	33,100
QUARTILE 1	32,400	27,914	...	29,112	29,484
LOWEST	28,539	24,700	21,960	21,865	21,865
MEAN	36,128	31,626	36,542	34,941	34,867
ASSISTANT PROFESSOR					
NUMBER OF INSTITUTIONS	23	17	9	149	198
NUMBER OF FACULTY,ALL RANKS ..	21,826	5,287	1,523	41,962	70,598
SCHEDULED SALARIES					
HIGHEST	36,720	32,080	68,320	62,109	68,320
QUARTILE 3	33,615	29,525	...	32,226	32,226
MEDIAN	30,786	25,000	28,921	26,390	26,390
QUARTILE 1	25,900	23,568	...	24,359	24,359
LOWEST	24,358	21,511	20,654	17,910	17,910
MEAN	29,988	26,264	31,591	28,947	28,958
INSTRUCTOR					
NUMBER OF INSTITUTIONS	23	17	9	149	198
NUMBER OF FACULTY,ALL RANKS ..	21,826	5,287	1,523	41,962	70,598
SCHEDULED SALARIES					
HIGHEST	31,905	26,390	58,024	52,749	58,024
QUARTILE 3	27,000	24,504	...	23,620	24,504
MEDIAN	23,200	20,565	22,600	21,707	21,764
QUARTILE 1	20,568	18,592	...	20,203	20,125
LOWEST	16,800	15,758	13,687	15,304	13,687
MEAN	23,433	21,235	25,235	23,508	23,382

TABLE 5.--SCHEDULED MINIMUM SALARIES OF PRIVATE FOUR YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1982-83

RANK AND ITEM	PRIVATE UNIVERSITIES		PRIVATE COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	6	8	135	88	98	335
NUMBER OF FACULTY,ALL RANKS ..	3,521	1,485	12,796	4,068	1,934	23,804
SCHEDULED SALARIES						
HIGHEST	32,750	28,250	61,320	45,447	41,350	61,320
QUARTILE 3	...	...	25,000	22,126	26,757	25,000
MEDIAN	28,163	23,428	22,678	20,238	20,954	21,820
QUARTILE 1	...	...	20,700	18,441	18,313	19,204
LOWEST	24,684	17,000	13,659	11,700	9,450	9,450
MEAN	28,360	22,724	23,636	21,069	22,576	22,714
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	6	8	135	87	96	332
NUMBER OF FACULTY,ALL RANKS ..	3,521	1,485	12,796	3,998	1,914	23,714
SCHEDULED SALARIES						
HIGHEST	28,536	23,500	41,858	37,570	32,304	41,858
QUARTILE 3	...	...	21,222	19,000	22,924	20,980
MEDIAN	23,284	19,057	19,000	17,344	18,388	18,500
QUARTILE 1	...	...	17,581	15,750	16,000	16,500
LOWEST	22,325	15,000	12,572	13,500	8,500	8,500
MEAN	24,402	18,832	19,591	18,190	19,413	19,241
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	6	8	134	87	93	328
NUMBER OF FACULTY,ALL RANKS ..	3,521	1,485	12,731	4,035	1,877	23,649
SCHEDULED SALARIES						
HIGHEST	27,252	17,570	32,300	34,933	27,156	34,933
QUARTILE 3	...	...	17,361	16,192	19,299	17,500
MEDIAN	20,579	15,731	16,000	15,000	16,000	15,800
QUARTILE 1	...	...	14,695	13,750	13,557	14,035
LOWEST	18,000	12,000	10,600	11,500	8,000	8,000
MEAN	21,321	15,319	16,234	15,648	16,582	16,248
INSTRUCTOR						
NUMBER OF INSTITUTIONS	5	8	122	82	74	291
NUMBER OF FACULTY,ALL RANKS ..	3,456	1,485	11,781	3,840	1,587	22,149
SCHEDULED SALARIES						
HIGHEST	18,144	16,500	28,300	24,000	23,137	28,300
QUARTILE 3	...	...	15,126	14,681	15,929	15,179
MEDIAN	17,500	14,421	13,583	13,000	13,001	13,350
QUARTILE 1	...	...	12,500	12,000	11,514	12,000
LOWEST	14,000	10,000	9,770	10,000	3,000	3,000
MEAN	16,900	14,087	13,989	13,682	13,912	13,935

TABLE 6.--SCHEDULED MAXIMUM SALARIES OF PRIVATE FOUR YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY ENROLLMENT SIZE AND FACULTY RANK, 1982-83

RANK AND ITEM	PRIVATE UNIVERSITIES		PRIVATE COLLEGES			TOTAL
	5,000 OR MORE	LESS THAN 5,000	1,000 OR MORE	500 TO 999	LESS THAN 500	
1	2	3	4	5	6	7
PROFESSOR						
NUMBER OF INSTITUTIONS	6	7	128	84	96	321
NUMBER OF FACULTY,ALL RANKS ..	3,521	1,148	12,063	3,676	1,909	22,317
SCHEDULED SALARIES						
HIGHEST	63,500	59,000	62,300	66,375	52,598	66,375
QUARTILE 3	...	...	37,949	29,800	33,000	35,000
MEDIAN	45,913	39,800	31,628	26,716	26,810	28,900
QUARTILE 1	...	...	27,553	23,670	22,829	24,391
LOWEST	26,652	31,200	21,430	16,200	11,000	11,000
MEAN	46,455	40,244	33,437	27,445	28,855	30,890
ASSOCIATE PROFESSOR						
NUMBER OF INSTITUTIONS	6	8	134	87	95	330
NUMBER OF FACULTY,ALL RANKS ..	3,521	1,485	12,732	3,998	1,902	23,638
SCHEDULED SALARIES						
HIGHEST	53,004	44,000	53,020	43,022	45,344	53,020
QUARTILE 3	...	...	29,203	25,400	27,685	28,323
MEDIAN	35,013	30,435	26,267	23,000	22,735	24,552
QUARTILE 1	...	...	23,456	20,500	20,066	21,636
LOWEST	25,800	20,000	18,182	16,026	10,000	10,000
MEAN	35,961	31,139	27,096	23,398	24,363	25,594
ASSISTANT PROFESSOR						
NUMBER OF INSTITUTIONS	6	8	134	86	93	327
NUMBER OF FACULTY,ALL RANKS ..	3,521	1,485	12,732	4,000	1,874	23,612
SCHEDULED SALARIES						
HIGHEST	40,002	37,770	39,067	37,502	38,368	40,002
QUARTILE 3	...	...	24,500	22,356	24,038	24,200
MEDIAN	29,313	24,109	21,926	20,000	20,000	21,200
QUARTILE 1	...	...	20,500	17,816	17,050	18,725
LOWEST	22,383	18,000	15,717	13,900	9,000	9,000
MEAN	29,405	25,729	22,992	20,498	20,897	21,925
INSTRUCTOR						
NUMBER OF INSTITUTIONS	5	8	123	81	74	291
NUMBER OF FACULTY,ALL RANKS ..	3,456	1,485	11,891	3,805	1,587	22,224
SCHEDULED SALARIES						
HIGHEST	26,000	27,000	29,900	26,976	31,174	31,174
QUARTILE 3	...	...	19,300	18,053	20,948	19,600
MEDIAN	21,000	20,709	18,000	16,000	16,570	17,551
QUARTILE 1	...	...	16,500	14,535	13,988	15,498
LOWEST	19,930	14,000	12,500	12,600	5,000	5,000
MEAN	21,953	20,737	18,428	16,732	17,447	17,830

TABLE 7. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PRIVATE 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON ACADEMIC PREPARATION, 1982-83

LEVEL OF PREPARATION	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
BACHELOR'S DEGREE	36	6,000	9,700	11,771	11,358	12,697	16,980
MASTER'S DEGREE	41	7,000	10,900	13,000	12,486	13,733	18,720
SIX YEARS	30	7,250	11,046	13,943	13,304	14,571	17,484
DOCTOR'S DEGREE	36	8,000	12,600	14,634	14,326	15,620	18,702
				MAXIMUM SALARIES			
BACHELOR'S DEGREE	36	7,200	12,874	14,754	15,088	16,696	23,100
MASTER'S DEGREE	41	8,200	14,850	17,172	17,289	18,961	26,055
SIX YEARS	31	8,450	15,550	18,015	18,209	20,018	27,000
DOCTOR'S DEGREE	36	9,200	16,531	19,555	19,730	22,102	29,765

TABLE 8. -- SCHEDULED MINIMUM AND MAXIMUM SALARIES IN PRIVATE 2-YEAR COLLEGES BASING THE SALARY SCHEDULE ON FACULTY RANK, 1982-83

FACULTY RANK	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES					
		LOW	FIRST QUARTILE	MEDIAN	MEAN	THIRD QUARTILE	HIGH
1	2	3	4	5	6	7	8
				MINIMUM SALARIES			
INSTRUCTOR	13	2,600	10,100	11,055	11,329	13,519	15,000
ASSISTANT PROFESSOR	13	4,096	11,850	13,400	12,731	14,975	16,800
ASSOCIATE PROFESSOR	13	8,354	13,000	14,175	14,362	17,122	18,800
PROFESSOR	10	5,500	13,550	15,000	15,330	19,000	21,500
				MAXIMUM SALARIES			
INSTRUCTOR	13	5,200	12,300	14,000	14,284	17,428	19,836
ASSISTANT PROFESSOR	13	12,750	13,745	17,600	17,463	20,450	26,055
ASSOCIATE PROFESSOR	12	13,333	14,854	18,075	18,437	21,275	25,000
PROFESSOR	12	16,500	17,700	21,200	21,783	25,688	29,250

Table 9.—Scheduled Minimum Salaries in Public Institutions of Higher Education, by Faculty Rank and Type of Institution, 1982-83

Rank and Item	Public doctorate granting institutions	Public comprehensive institutions	Public general baccalaureate institutions	Public professional and specialized institutions
1	2	3	4	5
MINIMUM SALARIES				
PROFESSOR				
Number of institutions	22	112	43	18
Number of faculty, all ranks	21,757	39,756	5,460	3,143
Scheduled Salaries				
Quartile 3	30,100	30,276	26,880	31,186
Median	28,260	26,838	24,000	26,516
Quartile 1	22,550	22,081	21,800	22,643
Mean	27,239	26,608	24,791	28,316
ASSOCIATE PROFESSOR				
Number of institutions	22	112	43	18
Number of faculty, all ranks	21,757	39,756	5,460	3,143
Scheduled Salaries				
Quartile 3	24,600	23,976	22,151	25,835
Median	21,948	22,151	19,917	20,985
Quartile 1	18,150	18,022	16,895	19,150
Mean	21,847	21,608	20,249	22,313
ASSISTANT PROFESSOR				
Number of institutions	22	112	43	18
Number of faculty, all ranks	21,757	39,756	5,460	3,143
Scheduled Salaries				
Quartile 3	19,700	19,044	18,281	20,002
Median	18,260	17,820	16,513	17,412
Quartile 1	14,550	15,111	13,911	15,795
Mean	17,531	17,575	16,807	18,479
INSTRUCTOR				
Number of institutions	22	112	43	18
Number of faculty, all ranks	21,757	39,756	5,460	3,143
Scheduled Salaries				
Quartile 3	16,800	17,412	15,574	17,240
Median	14,753	15,135	13,600	14,094
Quartile 1	12,379	12,437	11,715	12,947
Mean	14,559	14,999	14,262	16,041

Table 10.—Scheduled Maximum Salaries in Public Institutions of Higher Education, by Faculty Rank and Type of Institution, 1982-83

Rank and Item	Public doctorate granting institutions	Public comprehensive institutions	Public general baccalaureate institutions	Public professional and specialized institutions
1	2	3	4	5
MAXIMUM SALARIES				
PROFESSOR				
Number of institutions	21	110	42	18
Number of faculty, all ranks	20,284	38,988	5,378	3,143
Scheduled Salaries				
Quartile 3	54,814	46,404	46,519	67,405
Median	44,700	37,929	37,782	47,760
Quartile 1	43,600	36,356	33,285	44,074
Mean	49,455	41,663	40,683	51,908
ASSOCIATE PROFESSOR				
Number of institutions	22	112	43	18
Number of faculty, all ranks	21,757	39,756	5,460	3,143
Scheduled Salaries				
Quartile 3	40,983	38,997	38,855	54,394
Median	37,725	31,974	31,587	39,022
Quartile 1	33,100	28,913	27,010	34,834
Mean	37,232	33,961	32,698	43,758
ASSISTANT PROFESSOR				
Number of institutions	22	112	43	18
Number of faculty, all ranks	21,757	39,756	5,460	3,143
Scheduled Salaries				
Quartile 3	32,328	32,226	32,226	52,531
Median	28,640	26,390	26,390	32,593
Quartile 1	25,900	24,358	23,500	29,542
Mean	29,476	28,110	27,864	37,108
INSTRUCTOR				
Number of institutions	22	112	43	18
Number of faculty, all ranks	21,757	39,756	5,460	3,143
Scheduled Salaries				
Quartile 3	23,511	23,608	23,511	49,205
Median	21,759	21,707	21,707	26,506
Quartile 1	16,800	20,714	18,643	21,689
Mean	21,346	23,032	22,453	30,659

Table 11.—Scheduled Minimum Salaries in Private Institutions of Higher Education, by Faculty Rank and Type of Institution, 1982-83

Rank and Item	Private doctorate granting institutions	Private comprehensive institutions	Private general baccalaureate institutions	Private professional and specialized institutions
1	2	3	4	5
MINIMUM SALARIES				
PROFESSOR				
Number of institutions	3	40	174	109
Number of faculty, all ranks	2,680	5,390	11,468	3,835
Scheduled Salaries				
Quartile 3	...	27,000	22,836	28,297
Median	...	23,198	21,000	23,367
Quartile 1	...	21,200	19,000	19,280
Mean	...	24,096	21,198	24,539
ASSOCIATE PROFESSOR				
Number of institutions	3	40	174	106
Number of faculty, all ranks	2,680	5,390	11,468	3,745
Scheduled Salaries				
Quartile 3	...	21,567	19,340	24,014
Median	...	19,951	17,980	20,000
Quartile 1	...	17,858	16,229	16,598
Mean	...	20,082	17,979	20,979
ASSISTANT PROFESSOR				
Number of institutions	3	40	173	103
Number of faculty, all ranks	2,680	5,390	11,403	3,745
Scheduled Salaries				
Quartile 3	...	17,834	16,500	20,109
Median	...	16,000	15,025	16,500
Quartile 1	...	15,000	14,000	14,100
Mean	...	16,636	15,341	17,627
INSTRUCTOR				
Number of institutions	3	37	165	79
Number of faculty, all ranks	2,680	5,128	10,770	3,237
Scheduled Salaries				
Quartile 3	...	15,656	14,710	17,412
Median	...	13,276	13,000	14,000
Quartile 1	...	12,600	12,000	12,000
Mean	...	14,050	13,421	14,827

Table 12.—Scheduled Maximum Salaries in Private Institutions of Higher Education, by Faculty Rank and Type of Institution, 1982-83

Rank and Item	Private doctorate granting institutions	Private comprehensive institutions	Private general baccalaureate institutions	Private professional and specialized institutions
1	2	3	4	5
MAXIMUM SALARIES				
PROFESSOR				
Number of institutions	3	36	167	106
Number of faculty, all ranks	2,680	4,583	10,969	3,654
Scheduled Salaries				
Quartile 3	...	40,109	32,000	36,655
Median	...	35,000	27,500	30,000
Quartile 1	...	31,289	24,100	24,075
Mean	...	35,435	29,016	31,966
ASSOCIATE PROFESSOR				
Number of institutions	3	40	173	105
Number of faculty, all ranks	2,680	5,390	11,404	3,733
Scheduled Salaries				
Quartile 3	...	31,519	26,507	30,008
Median	...	27,933	23,600	26,000
Quartile 1	...	24,469	21,490	20,975
Mean	...	28,869	24,142	26,743
ASSISTANT PROFESSOR				
Number of institutions	3	40	173	102
Number of faculty, all ranks	2,680	5,390	11,404	3,707
Scheduled Salaries				
Quartile 3	...	25,786	22,531	25,908
Median	...	23,718	20,942	22,367
Quartile 1	...	20,306	18,800	17,607
Mean	...	24,018	20,977	22,739
INSTRUCTOR				
Number of institutions	3	38	165	78
Number of faculty, all ranks	2,680	5,238	10,770	3,202
Scheduled Salaries				
Quartile 3	...	20,379	18,624	22,000
Median	...	18,000	17,000	18,356
Quartile 1	...	16,075	15,332	15,307
Mean	...	18,989	17,122	18,776